

AMERICAN ARBITRATION ASSOCIATION

FRATERNAL ORDER OF POLICE, LODGE :  
NO. 5, : Case No. 01-15-0002-6301  
—and— : Grievant: Ronald Thompson  
CITY OF PHILADELPHIA :  
:

SETTLEMENT AGREEMENT

**WHEREAS**, the City of Philadelphia ("City") and the Fraternal Order of Police, Lodge No. 5 ("FOP") are parties to a collective bargaining agreement; and,

**WHEREAS**, Ronald Thompson ("Thompson") is employed by the City and a member of the bargaining unit represented by the FOP; and,

**WHEREAS**, on or about October 29, 2014, Thompson was charged with a violation of Disciplinary Code 1-S021-10, and subsequent notified that he was suspended for 30 days and dismissed;

**WHEREAS**, Thompson initiated a grievance, contending that the City violated the collective bargaining agreement; and,

**WHEREAS**, the City denies that it has, in any way, violated the collective bargaining agreement with the FOP; and,

**WHEREAS**, the matter has proceeded unresolved to the above-captioned arbitration; and,

**WHEREAS**, the parties wish to resolve this matter without resort to further litigation;

**NOW, THEREFORE**, the parties agree as follows:

1. Thompson's discharge will be rescinded and reduced to a 30-day suspension. Subject to his meeting the employment standards for Police Officers and for City of Philadelphia employees, including, but not limited to, fitness for duty as determined by the City's Medical Evaluation Unit, background checks, and City indebtedness verification, Thompson will be reinstated, as of the date of discharge, but will not receive back pay or any other emoluments of employment. The period from the end of the 30-day suspension until his reinstatement will be treated as an unpaid leave of absence. Upon reinstatement, Thompson will be assigned according to the Police Department's operational needs.

2. In consideration of the foregoing, the FOP and Thompson agree to withdraw the grievance and demand for arbitration in this matter.

3. Nothing in this Agreement shall be construed as an admission by the City that it, in any way, violated the collective bargaining agreement.

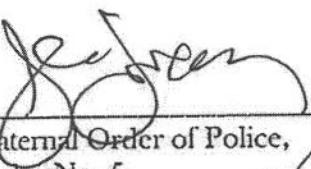
4. This Agreement is not intended in any way to set precedent or to prejudice the respective positions of the parties with respect to this matter or any other future disputes, grievances, or other legal matters. This Agreement may not be introduced, or referred to, for any purpose by either party in any subsequent administrative, judicial, or other legal proceedings. This Agreement may, however, be used in any proceeding necessary to compel enforcement of the Agreement.

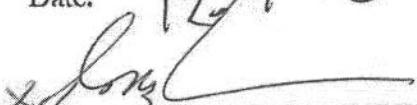
5. By entering into this Agreement, all parties hereto acknowledge that they have read the Agreement, have had the opportunity to review its terms and conditions with their respective counsel, understand said terms and conditions, enter into this Agreement voluntarily, and agree to be bound hereby.

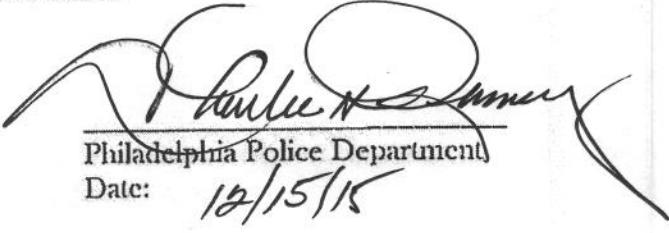
6. In further consideration of the foregoing, the FOP and Thompson, and their agents, assigns, heirs, and representatives, releases the City, its departments, officials, agents, and employees from any claims they had, have, or may have arising out of, or are related to, the subject matter of the grievance.

8. By entering into this Agreement and in exchange for the promises made herein, Thompson, for himself, his agents, legal representatives, assigns, heirs, legatees, administrators, personal representatives and executors voluntarily and of their own free will agree to and hereby do forever release, discharge and hold harmless the FOP, its present or past divisions, affiliates, partners, contracting parties, predecessors, successors or assigns and their respective current and former trustees, directors, officers, employees, contractors, members, attorneys and agents of each of them, and any of their successors or assigns, from any and all claims, demands, actions, liabilities and other claims for relief and/or remuneration whatsoever, whether known or unknown, arising from or which could have arisen from the FOP's representation of Thompson in connection with the Grievance described above.

WHEREFORE, the FOP, the City, and Thompson, intending to be legally bound by this Agreement, enter into this Agreement this 10<sup>th</sup> day of December, 2015, as evidenced by their signatures or the signatures of their representatives below.

  
Fraternal Order of Police,  
Lodge No. 5  
Date: 12-4-16

  
Ronald Thompson  
Date: 12-4-2015

  
Philadelphia Police Department

Date: 12/15/15